

# ORIGINAL



STATE OF OHIO  
**STATE EMPLOYMENT RELATIONS BOARD**  
65 East State Street, 12th Floor  
Columbus, OH 43215-4213  
(614) 644-8573

JAN 21 10 14 AM '99

**DO NOT WRITE IN THIS SPACE**  
Case No.:  
**99-MED-01-0036**

*wlatt.*

## NOTICE TO NEGOTIATE (File separate Notice for each bargaining unit)

**INSTRUCTIONS:** A representative of either the employer or the employee organization that is the exclusive representative of the employees in the bargaining unit may file a Notice to Negotiate. Pursuant to Section 4117.14 of the Revised Code, this notice is filed by (check one):  the employer  the employee organization. Submit one original and one (1) copy of this form to the State Employment Relations Board at the above address and serve one (1) copy on the other party in the negotiation. If more space is required for any item, attach additional sheets, numbering items accordingly.

**1. NAME OF EMPLOYER:** *Cleveland State University* Telephone: *216-687-3543*

**Address:**  
*1983 East 24th Street*

**City County Zip**  
*Cleveland Cuyahoga 44115*

**NAME OF EMPLOYER'S REPRESENTATIVE:** *Jeffrey A. Belkin, Attorney* Title (if any): Telephone: *216-831-3377*

**Address:**  
*23240 Chagrin Boulevard, Suite 450*

**City, Zip:**  
*Cleveland, 44122*

**2. NAME OF EMPLOYEE ORGANIZATION:** *District 925, SEIU, AFL-CIO* Affiliation (if any): Telephone: *216-566-0117*

**Address:**  
*614 W. Superior Avenue, #852*

**City, Zip:**  
*Cleveland, 44113*

**NAME OF EMPLOYEE ORGANIZATION'S REPRESENTATIVE:** *Peggy Torzewski* Title (if any): *Organizer Representative* Telephone: *216-566-0117*

**Address:**  
*614 W. Superior Avenue, #852*

**City, Zip:**  
*Cleveland, 44113*

**3. BARGAINING UNIT:** (List classifications included in certification or collective bargaining agreement, or attach copy of the same)  
Included: *[See attached]*

**4. Approximate # of Employees in Unit**  
*300+*

Excluded:

5. Does the initiating party propose multi-unit bargaining?  Yes  No  
If yes, identify other unit(s):

6. COLLECTIVE BARGAINING AGREEMENT: (Are the employee organization and the employer currently parties to a collective bargaining agreement?)  Yes  No

If yes, state expiration date: (1) of agreement \_\_\_\_\_  
(2) of extension \_\_\_\_\_ (if any)

Are negotiations for a REOPENER of the bargaining agreement?  Yes  No

If yes, designate: (1) date on which negotiation period ends \_\_\_\_\_  
(2) section of reopener provision: \_\_\_\_\_ (attach copy of provision)

7. MUTUALLY AGREED UPON DISPUTE SETTLEMENT PROCEDURE: (Have the parties adopted a mutually agreed upon negotiations dispute settlement procedure that supersedes or deviates from the statutory procedures set forth in Section 4117.14 of the Revised Code? (Note: Grievance procedures are not negotiations dispute settlement procedures.)  Yes  No

(a) If there is a negotiations dispute settlement procedure in the bargaining agreement, designate section: \_\_\_\_\_

(b) Attach a copy of the procedure.

[See attached]

#### DECLARATION

I declare that I have read the contents of this Notice to Negotiate and that the statements it contains are true and correct to the best of my knowledge and belief. If this notice involves negotiations for a successor agreement rather than an initial agreement, I also certify that an exact copy of the current collective bargaining agreement (check one):  
 is attached  is on file with SERB.

Jeffrey A. Belkin  
Print or Type Name

Representing: Cleveland State University  
Employer or Employee Organization

Jeffrey C. Bell  
Signature

1-13-99  
Date

Attorney  
Title

THIS NOTICE TO NEGOTIATE WILL NOT BE ACCEPTED FOR FILING IF THE PROOF OF SERVICE IS NOT COMPLETED BY A REPRESENTATIVE OF THE INITIATING PARTY.

#### PROOF OF SERVICE

I certify that an exact copy of the foregoing Notice to Negotiate has been sent or delivered to

Peggy Torzewski, Organizer Representative

(Name and complete address of representative of other party to negotiations)

District 925, SEIU, AFL-CIO, 614 W. Superior Ave., #852, Cleveland, OH 44113

by Regular U.S. Mail

(Manner of delivery, e.g. regular or certified U.S. mail, hand delivery)

this 13<sup>th</sup> day of January, 19 99.

Jeffrey C. Bell, Attorney  
Signature

**INCLUDED:** Full-time professional staff and part-time professional staff with annualized FTE of .5 or greater, including employees in temporary positions with a contract of one year or longer duration or temporary employees in their current position for one year or longer, including the following positions:

| <u>JOB TITLE</u>                          | <u>DEPARTMENT</u>                 |
|---|-----------------------------------|
| <u>PROFESSIONAL UNIT</u>                  |                                   |
| Academic Coordinator, Physical Therapy    | Health Sciences                   |
| Accountant                                | Controller                        |
| Archivist                                 | University Library                |
| Assistant Dean                            | Arts & Sciences Advising          |
| Assistant Director, Minority Affairs      | Engineering                       |
| Assistant Research Coordinator            | Urban Child Research Center       |
| Associate Director                        | International Services & Programs |
| Business Information Specialist           | University Library                |
| Cataloging Manager                        | Law Library                       |
| Clinical Coordinator                      | Speech & Hearing                  |
| Clinical Counselor                        | Counseling Center                 |
| Construction Coordinator                  | University Architect              |
| Coordinator, Collegiate Instruction       | Collegiate Studies                |
| Coordinator, Creative Writing Program     | English                           |
| Counselor                                 | Counseling Center                 |
| Data Communications Assistant             | Computerized Programs             |
| Director, Advancement                     | Urban Affairs                     |
| Director, Writing Center                  | Academic Affairs                  |
| Editor                                    | Urban Affairs                     |
| Electronic Information Coordinator        | University Library                |
| Energy Conservation Analyst               | Purchasing Utilities              |
| Fieldwork Coordinator                     | Health Sciences                   |
| Financial Aid Officer                     | Law                               |
| Fiscal Officer                            | University Architect              |
| GIS Specialist                            | Urban Center                      |
| Head, Reference Services                  | Law Library                       |
| Interim Coordinator, Freshman Orientation | First College                     |

**INCLUDED (cont.)**

|  |  |
|--|--|
| Lab Manager                              | Biological, Geological and Environmental Science |
| Lab Manager                              | Chemistry  |
| Library Systems Coordinator              | University Library                               |
| Librarian, Acquisitions/Serials          | Law Library                                      |
| Librarian, Art                           | University Library                               |
| Librarian, Black Studies/Women's Studies | University Library                               |
| Librarian, Business/Social Sciences      | University Library                               |
| Librarian, Cataloging                    | Law Library                                      |
| Librarian, Document Delivery             | University Library                               |
| Librarian, Faculty Services              | Law Library                                      |
| Librarian, Government Information        | Law Library                                      |
| Librarian, Health Sciences               | University Library                               |
| Librarian, Humanities/Music              | University Library                               |
| Librarian, Media Reference               | Law Library                                      |
| Librarian, Reference                     | Law Library                                      |
| Librarian, Research Automation           | University Library                               |
| Librarian, Science/Engineering           | University Library                               |
| Librarian, Social Work                   | University Library                               |
| Manager, Broadcast/Computer Engineering  | Communication                                    |
| Manager, Capital Projects                | Plant Administration                             |
| Manager, Student Personnel Services      | Education  |
| Manager, Training/Student Development    | Minority Affairs & Human Relations               |
| Micro/Lan Specialist                     | Information Services & Technology                |
| Microcomputer Specialist                 | Information Services & Technology                |
| Network Administrator                    | Law Instruction                                  |
| Network Administrator                    | Law Library                                      |
| Nurse Practitioner                       | Health Services                                  |
| Nursing Clinical Associate               | Nursing  |
| Program Coordinator                      | Education  |
| Program Director, Nursing                | Continuing Education                             |
| Project Archivist                        | University Library                               |
| Project Manager                          | Urban Center                                     |
| Psychologist                             | Counseling Center                                |
| Psychology Assistant                     | Counseling Center                                |
| Registration Specialist                  | Education  |

**INCLUDED (cont.)**

Registration Specialist  
Research Analyst  
Research Associate  
Research Associate  
Research Associate

Research Associate  
Research Assistant  
Research Assistant  
Research Assistant  
Research Assistant

Research Assistant  
Research Specialist II  
Research Scientist  
Research Technician  
Research Technician

Software Systems Programmer  
Senior Communication Account Rep  
Senior Micro/Lan Specialist  
Systems Librarian  
Writing Specialist

**NONPROFESSIONAL UNIT**

Academic Advisor  
Academic Advisor  
Academic Advisor  
Academic Advisor  
Academic Consultant

Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Administrative Assistant  
Administrative Assistant

Greater Cleveland Educ Dev't Ctr  
Institute Research  
Advanced Manufacturing Center  
Minority Affairs & Human Relations  
Urban Center

Urban Child Research  
Advanced Mfg Ctr  
Casal, Counseling, Adm, Superv & Adult Lrng  
Provost  
Urban Center

Urban Child Research  
Urban Center  
Urban Child Research  
Biological, Geological and Environmental Science  
Chemistry

Information Services & Technology  
Public Relations & Publications  
Information Services & Technology  
Law Library  
Instructional Media Services

Arts & Sciences Advising  
Business Administration  
Education  
New Student Center  
Information Services & Technology

Advanced Manufacturing Center  
Art  
Biological, Geological and Environmental Science  
Cafeteria Contract  
Counseling, Adm, Superv & Adult Learning

Communication  
Conference Services

**INCLUDED (cont.)**

Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant/Advisor  
Administrative Coordinator

Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator

Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator

Administrative Coordinator  
Administrative Coordinator  
Administrative Coordinator  
Administrator, MBA Program  
Administrator

Animal Care Spec  
Associate Director  
Associate Director  
Assistant Athletic Trainer

Development  
Fair Employment Practices  
Health Sciences  
History  
Marketing

Music  
Nursing  
PhD Program  
Semester Transition  
Specialized Instructional Programs

Speech & Hearing  
University Library  
Urban Affairs  
Arts & Sciences Advising  
Advanced Manufacturing Center

Bursars Office  
Counseling Center  
Educ Service Center  
Education  
Enrollment Serv

Environmental Science, Technology & Policy  
External Affairs, Law  
Financial Aid  
Law  
Music

Psychology  
Urban Affairs  
Women Comp Prog  
Business Admin  
Law Library

BGE Science  
Admissions  
Labor/Mgt Relations Ctr  
Sports Medicine

**INCLUDED (cont.)**

Assistant Director, Alumni Affairs  
Assistant Director  
Assistant Director  
Assistant Director  
Assistant Director

Assistant Director  
Assistant Director  
Assistant Engineer  
Assistant Manager, Art Gallery  
Assistant Network Administrator

Assistant Program Director  
Assistant Registrar/Scheduling Coordinator  
Athletic Marketing Manager  
Athletic/Academic Advisor  
Audio Engineer

Business Manager  
Clinical Supervisor  
College Registrar -- Urban  
Communications Account Rep  
Communications Coordinator

Community Outreach Coordinator  
Compliance Coordinator  
Computer Tech  
Coordinator of Computing  
Coordinator, Administrative Services

Coordinator, Afr-Am Cultural Center  
Coordinator, Athl/Acad Advising  
Coordinator, Campus Programs  
Coordinator, Community Outreach  
Coordinator, Computer Lab

Coordinator, Disability Services  
Coordinator, Equipment  
Coordinator, ESL Program  
Coordinator, Grants

Development  
Admissions  
Career Planning, Law  
Greater Cleveland Educ Dev't Ctr  
Financial Aid

New Student Ctr  
Residence Life  
Instr Media Serv  
Art  
Law Library

Continuing Ed  
Registrar  
Athletics  
Athletics/Collegiate Studies  
Music

Residence Life  
Speech & Hearing  
Urban Studies  
Public Relations & Publications  
Law

Urban Child Research  
Athletics  
Business Administration  
Business Administration  
Black Studies

Black Studies  
Athletics/Collegiate Studies  
Student Life  
Urban Ctr  
Curric/Foundations

Collegiate Studies  
Intramural Athletics  
Collegiate Studies  
Research Services

**INCLUDED (cont.)**

Coordinator, HCOP  
Coordinator, Mentoring Program  
Coordinator, Research/Scholarships  
Coordinator, Sales/Merchandise/Promotions  
Coordinator, Special Projects/Community Service

Coordinator, Sports Information  
Coordinator, Student Employment  
Coordinator, Student Organizations  
Coordinator, Student Personnel Services  
Coordinator, Tutorial Services/Data Collection

Coordinator, Urban University Program  
Coordinator, NSC/Assistant Ombuds  
Coordinator  
Coordinator  
Coordinator

Coordinator, Publications/Activities  
Counseling Specialist  
Counseling Specialist, Disabilities  
Database Administrator  
Designer

Development Officer  
Development Officer  
Development & Public Relations Officer  
Director, Corporate/Foundation Grants Dev  
Editorial Assistant

Editorial Asst  
Education Specialist  
Electronic Specialist  
Engineering Tech  
Engineering Tech

Enrollment Services Counselor  
Environmental Educator  
Environmental Scientist  
Equipment Specialist  
Event Clean-Up Manager

Health Sciences  
Student Life  
Financial Aid  
Athletic Business Office  
Minority Affairs & Human Relations

Athletics  
Career Services  
Student Life  
Education  
Collegiate Studies

Urban Affairs  
New Student Ctr  
Career Services  
Financial Aid  
New Student Ctr

English  
Collegiate Studies  
Collegiate Studies  
Education  
University Architect

Business Administration  
Law  
Arts & Sciences  
Research Services  
Provost

Urban Ctr  
Women's Comprehensive Program  
Engineering  
Engineering  
Radio Station

Admissions  
Center for Environmental Science  
Provost  
Continuing Education  
Custodial Services



**INCLUDED (cont.)**

Field Supervisor  
Financial Aid Administrator  
Financial Aid Administrator  
Grants Coordinator  
Graphic Arts Specialist

Graphic Designer  
Help Desk Rep  
Information Specialist Coordinator  
Instructional Media Specialist  
Instructional Specialist

International Student Advisor  
Internship Coordinator  
Keyboard/Instrumental Technician  
Lab Tech  
Lab Tech

Lab Maint Specialist  
Lab Manager  
Manager  
Manager  
Manager, Operations

Media Specialist  
Media Systems Specialist  
Manager, Arts & Science Computer Services  
Manager, Database/Systems  
Manager, Instructional Media

Manager, Operations  
Manager, Student Finance Systems  
Model Maker  
Multi-Media Production Specialist  
Office Assistant

Office Assistant  
Office Assistant  
Office Coordinator  
Office Coordinator  
Office Coordinator

Social Work  
Financial Aid  
Financial Aid, Law  
Research Services  
Instructional Media Services

Public Relations & Publication  
Information Services & Technology  
Admissions  
Curric/Foundations  
Education

International Services & Program  
Urban Studies  
Music  
Health Sciences  
Biology & Geology

Engineering  
Computerized Programs  
Contract Administration  
Math  
Continuing Education

Student Life  
Instructional Media Services  
Computerized Programs  
Information Services & Technology  
Instructional Media Services

Continuing Education  
Bursar  
Engineering  
Instructional Media Services  
Bursar

Instructional Media Services  
Speech & Hearing  
Graduate Studies  
Information Services & Technology  
Instructional Media Services

**INCLUDED (cont.)**

Office Coordinator  
Office Coordinator  
Office Coordinator  
Office Coordinator  
Photographer

Printing Supervisor  
Production Supervisor  
Program Administrator  
Program Assistant  
Program Assistant

Program Coordinator  
Programmer Analyst 1  
Programmer Analyst 2  
Programmer Analyst 3  
Programmer Analyst

Project Administrator  
Project Assistant  
Project Coordinator  
Project Engineer  
Prospect Research Associate

Recruiter/Advisor  
Records Officer  
Scheduler  
Scheduling Analyst  
Software Specialist

Software Systems Programmer  
Special Events Coordinator  
Special Project Assistant  
Special Project Assistant  
Special Project Assistant

Special Project Assistant (Student Recruiter)  
Special Project Coordinator  
Sponsor Information Specialist  
Senior Electronic Specialist  
Senior Graphic Designer

Student Life  
University Studies  
Urban Center  
Urban Studies  
Public Relations & Publications

Duplicating  
Public Relations & Publication  
Class Program  
Continuing Education  
Women's Comprehensive Program

Greater Cleveland Educ Dev't Ctr  
Information Services & Technology  
Information Services & Technology  
Urban Ctr  
Information Services & Technology

Women's Comprehensive Program  
Urban Child Research  
Urban Child Research  
Plant Administration  
Development

Nursing  
Law  
Information Services & Technology  
Arts & Sciences  
Law

Information Services & Technology  
Development  
Enrollment Services  
Graduate Studies  
Urban Affairs

Law Instruction  
Social Work  
Research Services  
Engineering  
Public Relations & Publication

**INCLUDED (cont.)**

Senior Network/Telecom Specialist  
Senior Software System Programmer  
Senior Training Specialist  
Special Project Assistant  
Student Activities Administrator

Information Services & Technology  
Information Services & Technology  
Urban Center  
Theatre Assembly  
Student Life

Student Admissions Recruiter  
Student Personnel Specialist  
Student Personnel Specialist  
Student Judicial Officer  
Studio Manager

Law  
Bursars Office  
Education  
Student Life  
Communications

Study Abroad Advisor  
Supervisor, Computer Operations  
Systems Administrator  
Systems Analyst 2  
Systems Manager

International Services & Program  
Information Services & Technology  
Development  
Information Services & Technology  
Urban Ctr

Teaching Specialist  
Technician  
Technician  
Telecom Specialist  
Training Assistant, HazMat

Collegiate Studies  
Instructional Media Services  
Purchasing Utilities  
Information Services & Technology  
Continuing Ed

Tutor  
TV Specialist  
Wellness Coordinator

Collegiate Studies  
Instructional Media Services  
Student Life

**EXCLUDED:** Supervisors, management level employees, confidential employees, seasonal and casual employees, guards, and students as defined in the Act, classified employees, faculty, deans and part-time and temporary employees not described above as included, including the following positions:

**JOB TITLE**

**DEPARTMENT**

Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Dean Education  
Governing Board  
University Library

**EXCLUDED (cont.)**

Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant  
Administrative Assistant

Administrative Associate  
Administrative Associate  
Administrative Associate  
Administrative Coordinator  
Administrative Counselor

Administrator  
Administrator  
Assistant Bursar  
Assistant Coach  
Assistant Controller

Assistant Dean  
Assistant Dean  
Assistant Dean  
Assistant Dean  
Assistant Dean

Assistant Director  
Assistant Director  
Assistant Director  
Assistant Director  
Assistant Director

Assistant Director  
Assistant Director  
Assistant Director  
Assistant Director, Legal Clinic  
Assistant Legal Counsel

Assistant Registrar (Client Services)  
Assistant Registrar (Records & Degree Clearance)  
Assistant to President  
Assistant to Provost  
Assistant to Vice President/President

Plant Administration  
Provost  
Strategic Planning  
University Legal Counsel  
Vice President Finance & Administration

Governmental Relations  
Human Resources  
President's Office  
Admissions Office  
Financial Aid

Health Care Administration  
Provost  
Bursar's Office  
Athletics  
Controller's Office

Dean Continuing Education  
Dean Law  
Dean Urban Affairs  
Law Minority Recruitment  
Law Student Services

Advanced Manufacturing Center Administration  
Athletic Promotions  
Career Services  
Information Services & Technology  
Law Library

Placement Office  
University Police  
Urban Center  
Law Instruction  
University Legal Counsel

Registrar's Office  
Registrar's Office  
Governmental Relations  
Provost  
Human Resources

**EXCLUDED (cont.)**

Assistant to Vice President/Provost  
Assistant to the Vice President/Vice Provost  
Assistant Vice President  
Associate Controller  
Associate Dean

Associate Dean  
Associate Dean  
Associate Dean  
Associate Director  
Associate Director

Associate Director  
Associate Director  
Associate Director  
Associate Director  
Associate Director

Associate Director  
Associate Superintendent  
Bursar  
Business Manager  
Business Manager

Business Manager  
Computer Technician  
Controller  
Coordinator  
Coordinator

Coordinator Fine Arts Center Management  
Coordinator Information Literacy  
Coordinator of Lab Instruction  
Coordinator of Reference  
Data Base Manager

Director  
Director  
Director  
Director

Vice President Finance & Administration  
Vice President Minority Affairs  
Vice President Minority Affairs  
Controller's Office  
Dean Continuing Education

Dean University Studies  
Law Student Services  
Student Life  
Affirmative Action  
Athletics Business Office

Budget & Finance  
Department of Development  
Intercollegiate Athletics  
Law Library  
Registrar's Office

Urban Center  
Custodial Services  
Bursar's Office  
Dean Education  
Dean Law

Urban Center  
Vice President Minority Affairs  
Controller's Office  
Fire & Security  
Human Resources

University Library  
University Library  
Chemistry  
University Library  
Institutional Research

Admissions  
Advanced Manufacturing Center  
Affirmative Action  
Annual Fund

**EXCLUDED (cont.)**

Director  
Director  
Director  
Director  
Director

Art Gallery  
Budget & Finance  
Budget Management  
Continuing Education  
Counseling Center

Director  
Director  
Director  
Director  
Director

Dean Engineering  
Dean Law  
Dean University Studies  
Department of Development  
Educational Development Center

Director  
Director  
Director  
Director  
Director

Financial Aid  
Human Resources  
Information Services & Technology  
Instructional Media Services  
Internal Auditing

Director  
Director  
Director  
Director  
Director

International Exchange  
Intramural Athletics  
Law Student Services  
New Student Center  
Placement Office

Director  
Director  
Director  
Director  
Director

Plant Administration  
Provost  
Purchasing Office  
Residence Life  
Safety/Environment Services

Director  
Director  
Director  
Director  
Director, Sponsored Programs/Research Dev

Speech & Hearing  
University Library  
University Police  
Vice President Finance & Administration  
Research Services

Electrical Engineer  
Engineering Manager  
Fellow  
Fellow  
Fellow

Plant Administration  
Instructional Media Services  
Chemical Engineering  
Mechanical Engineering  
Psychology

**EXCLUDED (cont.)**

Grants Manager  
Head Coach  
Head, Collection & Database Management Services  
Human Resources Generalist  
Intern

Research Services  
Athletics  
University Library  
Human Resources  
English

Internal Auditor  
Lab Coordinator Nursing Research  
Lab Technician  
Legal Counsel  
Legal Research Writing Director

Internal Auditing  
Nursing  
Civil Engineering  
University Legal Counsel  
Law Instruction

Librarian, Coordinator of Cataloging  
Librarian, Head Document Delivery  
Manager  
Manager  
Manager

University Library  
University Library  
Controller's Office  
Dean Urban Affairs  
Financial Aid

Manager  
Manager  
Manager  
Manager  
Manager

Law Instruction  
Music  
Parking  
Property Control  
Public Relations & Publications

Manager  
Manager  
Manager  
Manager, Budget  
Manager, Consulting Services

University Legal Counsel  
Controller's Office  
Human Resources  
Dean Arts & Sciences  
Information Services & Technology

Manager Engineering Operations  
Manager, Plant Operations Accounting  
Nurse Coordinator  
Office Assistant  
Office Manager

Advanced Manufacturing Center  
Plant Administration  
Health Services  
Dean Arts & Sciences  
Law Instruction

Personnel Officer  
Plant Maintenance Supervisor  
Plant Maintenance Technical Supervisor  
Police Officer  
Proctor

Human Resources  
Building Operations  
Building Maintenance  
University Police  
Testing & Counseling Center

**EXCLUDED (cont.)**

Production Supervisor  
Program Director  
Program Director  
Programmer/Data Analyst  
Programmer/Data Analyst

Programmer/Data Analyst  
Research Assistant  
Research Assistant  
Research Associate  
Research Associate

Research Associate  
Research Associate  
Research Associate  
Research Associate  
Research Technician

Secretary/Administrative Coordinator  
Senior Associate Director  
Superintendent  
Superintendent  
Superintendent

Superintendent  
Supervisor  
Supervisor  
Supervisor  
University Registrar

Vice President  
Vice President  
Vice Provost

Instructional Media Services  
Class Program  
Urban Center  
Anthropology  
Human Resources

Information Services & Technology  
Chemical Engineering  
Civil Engineering  
Business Administration  
Chemical Engineering

Chemistry  
Civil Engineering  
Civil Engineering  
Institutional Research  
Civil Engineering

President's Office  
Admissions  
Building Maintenance  
Building Operations  
Care of Grounds

Custodial Services  
Building Maintenance  
Information Services & Technology  
Mailing Department  
Registrar's Office

Finance & Administration  
Human Resources  
Provost



**ALTERNATIVE DISPUTE RESOLUTION PROCEDURE**

**Between**

**CLEVELAND STATE UNIVERSITY**

**and**

**SERVICE EMPLOYEES' INTERNATIONAL UNION, DISTRICT 925**

**December 17, 1998**

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The Cleveland State University Administration (the "Administration") and Service Employees' International Union, District 925 (the "Union"), do hereby agree to an Alternate Dispute Resolution Procedure which shall govern their 1998 collective bargaining negotiations in place of the negotiation procedure set forth in the Ohio Public Employee Collective Bargaining Act. As provided in the Act, this Alternate Procedure shall be jointly submitted to the State Employment Relations Board immediately after execution. The agreed-upon Alternate Dispute Resolution Procedure is as follows:

- A. Contract negotiations between the Union and the Administration shall begin no later than October 21, 1998, and will continue as set forth below.
- B. (1) The parties shall negotiate without assistance of a third party through February 1, 1999.  
(2) If the parties are unable to reach an agreement on or before February 1, 1999, then the parties shall seek the assistance of a mediator from the Federal Mediation and Conciliation Service by directly contacting FMCS. The parties shall participate in mediation with the assistance of that mediator at

the mutual convenience of the parties and the mediator. If the parties are unable to reach agreement with the assistance of the Federal Mediator by March 31, 1999, then the parties shall participate in mediation before the fact-finder appointed in this matter. Such mediation under the auspices of the fact-finder shall begin at the mutual convenience of the parties and the fact-finder, and continue until either party or the fact-finder conclude that the agreement cannot be finalized. The use of a Federal Mediator is at the option of the parties and the unavailability of a Federal Mediator shall not delay this procedure. The parties may at their option use the fact finder as a mediator earlier than March 31, 1999, if they so desire.

- (3) If the parties are unable to reach an agreement on or before April 30, 1999, then the parties shall participate in a fact-finding procedure before Fact-Finder Robert Stein. The parties shall abide by the statutory procedures set forth in O.R.C. § 4117.14(C) regarding the fact-finding hearing.
- (4) If the parties are unable to reach an agreement and must proceed to fact-finding, the fact-finding procedure shall be conducted according to the following time frame:
  - (a) the fact-finding hearing shall commence at the convenience of the parties and the fact-finder, but no later than May 17, 1999;
  - (b) the fact-finding report must be issued in final form by the fact-finder so that it is received by a representative of each party designated to the fact-finder no later than 14 days after conclusion of the fact-

**BELKIN, BILLICK & HARROLD Co., L.P.** **STATE EMPLOYMENT  
RELATIONS BOARD**  
COMMERCE PARK IV, SUITE 450  
23240 CHAGRIN BOULEVARD  
CLEVELAND, OHIO 44122

JAN 21 10 14 AM '99

JEFFREY A. BELKIN  
JOHN T. BILLICK  
LINDA HAUSERMAN HARROLD  
LESTER W. ARMSTRONG  
PATRICK H. LEWIS  
SETH P. BRISKIN

(216) 831-3377  
FAX: (216) 831-1326

January 19, 1999

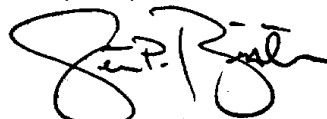
State Employment Relations Board  
Clerk's Office  
65 East State Street, 12<sup>th</sup> Floor  
Columbus, OH 43215-4213

**Re: Cleveland State University and District 925, SEIU, AFL-CIO**

Dear Clerk:

Enclosed please find the original and two (2) copies of the Notice to Negotiate with the parties' Alternative Dispute Resolution Procedure attached. It should be noted that in accordance with the statutory time lines, these documents were originally sent on January 13, 1999. Please return a time-stamped copy to the undersigned in the enclosed, self-addressed, stamped envelope. Thank you for your cooperation.

Very truly yours,



Seth P. Briskin

SPB/njw

Enclosures

CSUSERB2.ltr



State  
Employment  
Relations  
Board



65 East State Street, 12th Floor  
Columbus, Ohio 43215-4213  
(614) 644-8573

January 26, 1999

Ms. Peggy Torzewski  
614 West Superior Avenue - #852  
Cleveland, OH 44113

Mr. Jeffrey A. Belkin  
23240 Chagrin Boulevard - Suite 450  
Cleveland, OH 44122

RE: Case No. 99-MED-01-0036  
District 925 and Cleveland State University

Dear Ms. Torzewski and Mr. Belkin:

The referenced case number has been assigned to the Notice to Negotiate filed by the Employer. A negotiation period of 60 days has been established based upon the information on the Notice to Negotiate. In review of the Notice to Negotiate, we understand that the parties have a mutually agreed dispute settlement procedure to resolve any impasses in current negotiations.

If your dispute settlement procedure provides for mediation by the Federal Mediation and Conciliation Service, FMCS has asked that you address your written request for mediation to:

George W. Buckingham, Jr., Director of Mediation Services - FMCS  
6161 Oak Tree Boulevard - Suite 100 (216) 522-4800  
Independence, OH 44131

If your dispute settlement procedure provides for mediation by the State Employment Relations Board, please address your written request to: G. Thomas Worley, Administrator, Bureau of Mediation, SERB.

The reference case number must be listed on any correspondence sent to our office involving the Notice to Negotiate or your mutually agreed dispute settlement procedure. To change representatives, a Notice of Appearance must be served upon the other party and filed with our office. Please contact us if you need a copy of the Notice of Appearance form.

Please notify us when both parties have ratified the agreement.

Sincerely,

G. Thomas Worley  
Administrator, Bureau of Mediation

GTW:mer  
inip1/26/105p



STATE OF OHIO  
 STATE EMPLOYMENT RELATIONS BOARD  
 65 East State Street, 12th Floor  
 Columbus, Ohio 43215-4213  
 (614) 644-8573

FEB 23 10 44 AM '99

# NOTICE OF APPEARANCE

|                                   |
|-----------------------------------|
| <b>DO NOT WRITE IN THIS SPACE</b> |
| Case No.<br><u>99-MED-01-0036</u> |
|                                   |

**TO ALL REPRESENTATIVES - INCLUDING PARTIES REPRESENTING THEMSELVES.** The Notice of Appearance and Proof of Service must be completed. Submit *one (1) signed original and one (1) photocopy* to the State Employment Relations Board at the above address. Serve *one (1) copy* on the other party(ies) in this matter. **ANY SUBSTITUTION OF REPRESENTATIVES REQUIRES A NEW FILING OF THIS FORM.**

In the Matter of Cleveland State University

and/v. District 925, SEIU, AFL-CIO

During the processing of this matter, District 925, SEIU, AFL-CIO  
(Name of party to be represented)

will be represented by the following person:

|                        |                                       |
|------------------------|---------------------------------------|
| <u>Peggy Torzewski</u> | <u>Organizer Representative</u>       |
| <small>(Name)</small>  | <small>(Title, if applicable)</small> |

(Firm, if applicable)

614 West Superior Ave. #852

(Address)

Cleveland OH 44113

(City, State, Zip)

(216) 566-0117

(Telephone)

## PROOF OF SERVICE

**A Notice of Appearance will not be accepted for filing unless the following Proof of Service is completed and bears an ORIGINAL signature.**

I certify that an exact copy of this Notice of Appearance has been sent or delivered to

Jeffrey A. Belkin, Attorney for Cleveland State University

(Name and complete address of other party(ies) to action)

23240 Chagrin Blvd., Suite 450 Cleveland OH 44122

by  Regular U.S. Mail  Certified U.S. Mail  Hand Delivery

this 19th day of February, 1999

Peggy Torzewski  
(SIGNATURE)



STATE EMPLOYMENT  
RELATIONS BOARD  
February 19, 1999  
FEB 23 10 44 AM '99

Mr. G. Thomas Worley, Administrator  
Bureau of Mediation  
State Employment Relations Board  
65 East State Street, 12<sup>th</sup> Floor  
Columbus, Ohio 43215-4213

RE: Case No. 99-MED-01-0036  
District 925 and Cleveland State University

Dear Mr. Worley:

Enclosed please find a Notice of Appearance for the above-referenced case.

Cleveland State University and District 925 have mutually agreed to amend the terms of the Alternate Dispute Resolution Procedure, dated December 17, 1998, that is currently on file with SERB. I have enclosed a copy of the amendment and the original procedure.

Thank you.

Sincerely,

Peggy Torzewski  
Organizer Representative

**Enclosures**

cc: Jeffrey Belkin, Esq. (w/ encl.)  
Seth Briskin, Esq. (w/ encl.)  
Nancy Cribbs, Esq. (w/ encl.)

DEBORAH SCHNEIDER  
President

ANNE HILL  
Secretary-Treasurer

SERVICE EMPLOYEES  
INTERNATIONAL UNION  
AFL-CIO, CLC

1419 Hancock Street #201  
Quincy, MA 02169  
617.770.2925  
Fax: 617.689.3218

1216 E. McMillian St. #300  
Cincinnati, OH 45206  
513.861.3925  
Fax: 513.861.1288

614 W. Superior Ave. #852  
Cleveland, OH 44113  
216.566.0117  
Fax: 216.566.0192

2900 Eastlake Ave. E. #230  
Seattle, WA 98102  
206.322.3010  
Fax: 206.322.6842



**LETTER OF AGREEMENT**

FEB 23 10 44 AM '99

Between

**CLEVELAND STATE UNIVERSITY**

99-MED-01-0036

And

**SERVICE EMPLOYEES INTERNATIONAL UNION, DISTRICT 925**

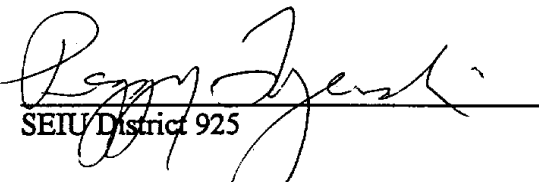
**February 3, 1999**

The Cleveland State University Administration and Service Employees International Union, District 925, mutually agree to amend the terms of the Alternative Dispute Resolution Procedure dated December 17, 1998 in the following manner:

1. The deadlines for mediation with the assistance of the Federal Mediation and Conciliation Service or the fact-finder as contained in Section B (1) - (2) shall be extended forward by two (2) weeks.
2. The deadline for proceeding to fact-finding as contained in Section B (3) shall be extended through May 7, 1999.
3. The deadline for commencing fact-finding as contained in Section B (4) (a) shall be extended to no later than May 24, 1999.

**AGREED:**

  
Cleveland State University Administration

  
SEIU District 925

2-3-99  
Date

2-3-99  
Date

**ALTERNATIVE DISPUTE RESOLUTION PROCEDURE**

**Between**

**CLEVELAND STATE UNIVERSITY**

**and**

**SERVICE EMPLOYEES' INTERNATIONAL UNION, DISTRICT 925**

**December 17, 1998**

---

The Cleveland State University Administration (the "Administration") and Service Employees' International Union, District 925 (the "Union"), do hereby agree to an Alternate Dispute Resolution Procedure which shall govern their 1998 collective bargaining negotiations in place of the negotiation procedure set forth in the Ohio Public Employee Collective Bargaining Act. As provided in the Act, this Alternate Procedure shall be jointly submitted to the State Employment Relations Board immediately after execution. The agreed-upon Alternate Dispute Resolution Procedure is as follows:

- A. Contract negotiations between the Union and the Administration shall begin no later than October 21, 1998, and will continue as set forth below.
- B. (1) The parties shall negotiate without assistance of a third party through February 1, 1999.  
(2) If the parties are unable to reach an agreement on or before February 1, 1999, then the parties shall seek the assistance of a mediator from the Federal Mediation and Conciliation Service by directly contacting FMCS. The parties shall participate in mediation with the assistance of that mediator at



the mutual convenience of the parties and the mediator. If the parties are unable to reach agreement with the assistance of the Federal Mediator by March 31, 1999, then the parties shall participate in mediation before the fact-finder appointed in this matter. Such mediation under the auspices of the fact-finder shall begin at the mutual convenience of the parties and the fact-finder, and continue until either party or the fact-finder conclude that the agreement cannot be finalized. The use of a Federal Mediator is at the option of the parties and the unavailability of a Federal Mediator shall not delay this procedure. The parties may at their option use the fact finder as a mediator earlier than March 31, 1999, if they so desire.

- (3) If the parties are unable to reach an agreement on or before April 30, 1999, then the parties shall participate in a fact-finding procedure before Fact-Finder Robert Stein. The parties shall abide by the statutory procedures set forth in O.R.C. § 4117.14(C) regarding the fact-finding hearing.
- (4) If the parties are unable to reach an agreement and must proceed to fact-finding, the fact-finding procedure shall be conducted according to the following time frame:
  - (a) the fact-finding hearing shall commence at the convenience of the parties and the fact-finder, but no later than May 17, 1999;
  - (b) the fact-finding report must be issued in final form by the fact-finder so that it is received by a representative of each party designated to the fact-finder no later than 14 days after conclusion of the fact-

finding procedure, time of delivery of the report to each designated representative shall not be more than thirty (30) minutes apart;

- (d) Upon receipt of the fact-finder's report, each party shall have seven (7) full days, starting from the time of delivery and receipt of the last delivered report, to accept or to reject the fact-finder's report, according to the quantitative standards established under O.R.C. § 4117.14(C)(6), and to notify the other party of that action; and
- (e) each party shall have an additional period of forty-eight (48) hours to notify the State Employment Relations Board of the action taken by that party.

C. If a settlement between the Union and the Administration is not reached as a result of the fact-finding procedure, then the Union may strike as permitted by Section 4117 of the Ohio Revised Code.

This Alternate Procedure shall govern throughout the full course of the collective bargaining negotiations between the Administration and the Union.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 17<sup>th</sup> day of January, 1998.

**CLEVELAND STATE UNIVERSITY  
ADMINISTRATION**

**SERVICE EMPLOYEES'  
INTERNATIONAL UNION, DISTRICT 925**

By: *Jeffrey Bell*, *atty*  
By: \_\_\_\_\_  
By: \_\_\_\_\_

By: *Peggy J. Jensch*  
By: \_\_\_\_\_  
By: \_\_\_\_\_

CSU/ADR Procedure



STATE OF OHIO  
 STATE EMPLOYMENT RELATIONS BOARD  
 65 East State Street, 12th Floor  
 Columbus, Ohio 43215-4213  
 (614) 644-8573

STATE EMPLOYMENT  
 RELATIONS BOARD

DO NOT WRITE IN THIS SPACE

Case No. 99-MED-01-0036

MAR 24 11 24 AM '00

# NOTICE OF APPEARANCE

TO ALL REPRESENTATIVES - INCLUDING PARTIES REPRESENTING THEMSELVES. The Notice of Appearance and Proof of Service must be completed. Submit *one (1) signed original and one (1) photocopy* to the State Employment Relations Board at the above address. Serve *one (1) copy* on the other party(ies) in this matter. ANY SUBSTITUTION OF REPRESENTATIVES REQUIRES A NEW FILING OF THIS FORM.

In the Matter of Cleveland State University  
 and/v. Service Employees International Union District 925, AFL-CIO

During the processing of this matter, SEIU District 925, AFL-CIO  
(Name of party to be represented)

will be represented by the following person:

Peggy Torzewski Organizer Representative  
(Name) (Title, if applicable)

(Firm, if applicable)  
614 W. Superior Ave., #852  
(Address)  
Cleveland OH 44113 (216) 566-0117  
(City, State, Zip) (Telephone)

## PROOF OF SERVICE

A Notice of Appearance will not be accepted for filing unless the following Proof of Service is completed and bears an ORIGINAL signature.

I certify that an exact copy of this Notice of Appearance has been sent or delivered to  
Jeffrey A. Belkin, Attorney for Cleveland State University  
(Name and complete address of other party(ies) to action)  
23240 Chagrin Blvd., Suite 450 Cleveland OH 44122

by  Regular U.S. Mail  Certified U.S. Mail  Hand Delivery—Overnight  
Arborne.  
 this 23rd day of March, ~~19~~ 2000

Peggy Torzewski  
(SIGNATURE)

STATE EMPLOYMENT  
RELATIONS BOARD

MAR 23 10 37 AM '00

IN THE MATTER OF FACT-FINDING

BETWEEN

CLEVELAND STATE UNIVERSITY

AND

DISTRICT 925 SEIU AFL-CIO

BEFORE: Robert G. Stein

SERB CASE NO. 99 MED 01-0036

PRINCIPAL ADVOCATE FOR THE UNION:

Peggy Torzewski, Organizer  
Ann Hill, Executive Director  
SEIU/DISTRICT 925 AFL-CIO  
614 West Superior Avenue #825  
Cleveland OH 44113

and

PRINCIPAL ADVOCATE FOR THE EMPLOYER:

Jeffrey A. Belkin, Esq.  
Seth P. Briskin, Esq.  
BELKIN, BILLICK & HARROLD CO., L.P.A.  
23240 Chagrin Boulevard, Suite 450  
Cleveland OH 44122



STATE OF OHIO  
 STATE EMPLOYMENT RELATIONS BOARD  
 65 East State Street, 12th Floor  
 Columbus, Ohio 43215-4213  
 (614) 644-8573

STATE EMPLOYMENT  
 RELATIONS BOARD

DO NOT WRITE IN THIS SPACE

Case No.

99-MED-01-0036

NOTICE OF APPEARANCE  
 APR 10 41 AM '00

TO ALL REPRESENTATIVES - INCLUDING PARTIES REPRESENTING THEMSELVES. The Notice of Appearance and Proof of Service must be completed. Submit *one (1) signed original and one (1) photocopy* to the State Employment Relations Board at the above address. Serve *one (1) copy* on the other party(ies) in this matter. ANY SUBSTITUTION OF REPRESENTATIVES REQUIRES A NEW FILING OF THIS FORM.

In the Matter of Cleveland State University

and/v. Service Employees International Union District 925

During the processing of this matter, SEIU District 925  
(Name of party to be represented)

will be represented by the following person:

Peggy Torzewski Organizer Representative  
(Name) (Title, if applicable)

(Firm, if applicable)

614 West Superior Ave., #852  
(Address)

Cleveland OH 44113 (216) 566-0117  
(City, State, Zip) (Telephone)

PROOF OF SERVICE

A Notice of Appearance will not be accepted for filing unless the following Proof of Service is completed and bears an ORIGINAL signature.

I certify that an exact copy of this Notice of Appearance has been sent or delivered to

Jeffrey Belkin, Attorney for Cleveland State University  
(Name and complete address of other party(ies) to action)

23240 Chagrin Blvd., Suite 450 Cleveland OH 44122

by  Regular U.S. Mail  Certified U.S. Mail  Hand Delivery

this 3rd day of April, ~~19~~ 2000

Peggy Torzewski  
(SIGNATURE)



VIA FACSIMILE AND CERTIFIED U.S. MAIL

April 3, 2000

STATE EMPLOYMENT  
RELATIONS BOARD  
APR 7 10 41 AM '00

Mr. George M. Albu, Administrator  
Bureau of Mediation  
State Employment Relations Board  
65 East State Street, 12<sup>th</sup> Floor  
Columbus, Ohio 43215-4213

RE: Case No. 99-MED-01-0036  
District 925 and Cleveland State University

Dear Mr. Albu:

I am pleased to inform you that Service Employees International Union District 925 has approved the report issued by Fact-finder Robert G. Stein on March 27, 2000, in the matter of fact-finding between Cleveland State University and SEIU District 925.

Mr. Stein's report was reviewed and voted on at our membership meetings held on March 29 and March 30, 2000. The ballots were counted at the conclusion of the March 30<sup>th</sup> meeting. The report was accepted by a vote of 123 to 3. There are currently 200 members of District 925 in the bargaining unit.

Please note that we also wish to withdraw the Notice of Intent to Strike dated March 23, 2000, that was filed with your Office. The strike was intended for April 5, 2000.

Copies of this letter have been served on the University's attorneys, Jeffrey Belkin and Nancy Cribbs, and the University's Vice President for Human Resources Development and Labor Relations, Joseph Nolan.

Sincerely,

A handwritten signature in black ink that reads "Peggy Torzewski". The signature is written in a cursive, flowing style.

Peggy Torzewski  
Organizer Representative

cc: Nancy Cribbs  
Joseph Nolan  
Jeffrey Belkin  
Gail Marredeth  
Robert Stein

DEBORAH SCHNEIDER  
President

ANNE HILL  
Secretary-Treasurer

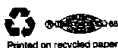
SERVICE EMPLOYEES  
INTERNATIONAL UNION  
AFL-CIO, CLC

1419 Hancock Street #201  
Quincy, MA 02169  
617.770.2925  
Fax: 617.689.3218

1216 E. McMillian St. #300  
Cincinnati, OH 45206  
513.861.3925  
Fax: 513.861.1288

614 W. Superior Ave. #852  
Cleveland, OH 44113  
216.566.0117  
Fax: 216.566.0192

2900 Eastlake Ave. E. #230  
Seattle, WA 98102  
206.322.3010  
Fax: 206.322.6842



00-MED-01-0036

OCT 6 12 08 PM '00

# Agreement

between the

Piqua City School District

and the

Piqua Education Association

August 1, 2000 to July 31, 2002

99-med-01-0036

STATE EMPLOYMENT  
RELATIONS BOARD

2001 JAN 16 A 9: 38



SERB  
65 East State Street  
12<sup>th</sup> Floor  
Columbus, OH 43215-4213

RE: Cleveland State University Labor Agreement with SEIU District925

DATE: January 11, 2001

DEBORAH SCHNEIDER  
President

ANNE HILL  
Secretary-Treasurer

Enclosed you will find (2) two copies of Cleveland State University's signed labor agreement with SEIU District925.

This document is three-hole punched for your convenience and is provided for your information and use.

SERVICE EMPLOYEES  
INTERNATIONAL UNION  
AFL-CIO, CLC

If you have further need of assistance, please contact Peggy Torzewski at District925 (216) 566-0117 ext. 210.

Sincerely,

A handwritten signature in cursive script that reads "Tamera".

Tamera Slaughter  
Administrative Support

1419 Hancock Street #201  
Quincy, MA 02169  
617.770.2925  
Fax: 617.689.3218

Cc: P. Torzewski  
File

1216 E. McMillian St. #300  
Cincinnati, OH 45206  
513.861.3925  
Fax: 513.861.1288

/tts

614 W. Superior Ave. #852  
Cleveland, OH 44113  
216.566.0117  
Fax: 216.566.0192

2900 Eastlake Ave. E. #230  
Seattle, WA 98102  
206.322.3010  
Fax: 206.322.6842





99-med-01-0036

STATE EMPLOYMENT  
RELATIONS BOARD

2001 JAN 16 A 9:38

**AGREEMENT**

**Between**

**CLEVELAND STATE UNIVERSITY**

**and**

**SERVICE EMPLOYEES INTERNATIONAL UNION**

**District 925**

**AFL-CIO**



**Effective July 1, 1998 through June 30, 2001**