



State Employment Relations Board

65 East State Street, 12th Floor
Columbus, OH 43215-4213

<https://serb.ohio.gov>
Tel: (614) 644-8573 Fax: (614) 466-3074

Mike DeWine, Governor

W. Craig Zimpher, Chairman
Sandra Drabik Collins, Vice Chair
Robert J. Walter, Board Member

Mona Reed, Executive Director

March 12, 2024

Dr. Lori Gonzalez, President
Ohio University
1 Ohio University Drive
Athens, OH 45701

Re: Case No. 2024-REP-03-0035: United Academics of Ohio University, affiliated with AAUP/AFT and Ohio University

Dear President Gonzalez:

Attached is a copy of a Petition for Representation Election that was filed with this Board on March 8, 2024, pursuant to Ohio Revised Code Section 4117.07(A). This matter is under investigation to determine whether there is reasonable cause to believe a question of representation exists. Please use the above-referenced case number in all correspondence concerning this case.

As part of our investigation, we must determine whether the employee organization has filed a showing of interest demonstrating that at least thirty percent (30%) of the employees in the proposed unit wish to be represented by the employee organization. Pursuant to Ohio Administrative Code Rule 4117-5-04 (C), **the employer must file with the board and serve upon the other parties a numbered, alphabetized list, including home addresses, of all employees in the proposed unit as of the pay period ending just prior to the date the petition was filed. Please note that you must provide proof of service indicating that you have served the list on the other parties. The list must be filed and served no later than the close of business on March 26, 2024.**

You must provide the list even if you dispute the appropriateness of the proposed unit. To document any such dispute, please file with the Board and serve upon the other parties a position statement setting forth the specific nature of any objection to the proposed unit. **Any such position statement must also be filed and served no later than the close of business on March 26, 2024.** If your position statement includes objections based upon the proposed bargaining unit, please supplement by providing all of the following documentation: a copy of organizational tables, classification specification(s) and/or position description(s) for each of the disputed included classifications covered by the petition, and a detailed legal justification explaining why each classification is not appropriate for inclusion in the proposed unit.

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Enclosed is a notice to advise the employees that this petition has been filed. Ohio Administrative Code Rule 4117-5-04(D) requires that you post this notice in conspicuous locations where employees will be reasonably apprised of its contents, and that you take reasonable steps to ensure that the notice is not altered, defaced, or covered by other material. **This notice must be posted by March 19, 2024.**

If you have any questions, please do not hesitate to contact me.

Sincerely,

Daniel Sabol
Labor Relations Administrator
(614) 466-3569
Daniel.Sabol@SERB.ohio.gov

Attachment
Enclosure

cc: United Academics of Ohio University, affiliated with AAUP/AFT,
Jason Butler



NOTICE TO EMPLOYEES

FROM THE STATE EMPLOYMENT RELATIONS BOARD

A PETITION FOR REPRESENTATION ELECTION has been filed with the State Employment Relations Board by United Academics of Ohio University, affiliated with AAUP/AFT seeking to serve as the EXCLUSIVE REPRESENTATIVE for purposes of collective bargaining for employees of the Ohio University in this proposed unit:

INCLUDED: All full-time faculty at all campuses, including tenured faculty, tenure-track faculty, non-tenure track instructional faculty, clinical CHSP faculty, and all instructional faculty.

EXCLUDED: Visiting faculty, visiting instructors, librarians, and employees holding multiple appointments, all managerial employees, including presidents, vice-presidents, provosts, associate and assistant deans, and department chairs; supervisory employees; and all other employees.

This PETITION has been assigned Case Number 2024-REP-03-0035.

This NOTICE must be posted by March 19, 2024. Any organization that claims to represent or is known to have an interest in representing any employees in the proposed unit may file a motion to intervene accompanied by evidence in support of intervention. Such documents must be filed in accordance with Ohio Administrative Code Rule 4117-1-02 and no later than the close of business on April 2, 2024.

Under the Ohio Collective Bargaining Act, public employees have the following rights:

- To form, join, assist, or participate in an employee organization of their own choosing, or to refrain from the same except with regard to a fair fee provision if such provision is agreed to by the employer and the exclusive representative;
- To act together for the purpose of collective bargaining or other mutual aid and protection; and
- To bargain collectively with the public employer through a representative of their own choosing.

These rights may not be infringed or interfered with.

If the Board determines that a question of representation exists, the Board shall conduct a SECRET BALLOT ELECTION via mail. A majority of employees voting will determine whether they wish to have the above-referenced employee organization or another intervening employee organization as their exclusive representative for bargaining or whether they prefer to have no representative. If such an election is held, a Notice of Election will be posted giving details for voting.

Questions regarding the above matter may be directed to the State Employment Relations Board, 65 East State Street, Columbus, Ohio, 43215, (614) 466-3569. Please use the above-referenced case number in all communications with the Board.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED

SERB is an Equal Opportunity Employer and Service Provider.



State of Ohio
 State Employment Relations Board
 65 East State Street, 12th Floor
 Columbus, Ohio 43215-4213
 (614) 644-8573
 REP@SERB ohio gov

Case No
 2024-REP-03-0035

with SOI

2024 MAR -8 A 11: 14

HAND DELIVERED

**PETITION FOR REPRESENTATION ELECTION
 - EMPLOYEE ORGANIZATION**

INSTRUCTIONS: File *one original and one copy* of this form with the State Employment Relations Board at the above address and serve *one copy* each on the employer and any employee organization representing employees in the proposed bargaining unit. If more space is required for any item, attach additional sheets; please number the items accordingly. The employee organization requests that the State Employment Relations Board proceed under its proper authority pursuant to Ohio Revised Code Section 4117.07 to conduct an election among the employees in the proposed bargaining unit.

1. Name of Employee Organization Requesting the Election (include affiliation(s), if any):
 United Academics of Ohio University, affiliated with AAUP/AFT

Address P.O. Box 983	Telephone (614) 632-8005
City, State, Zip Athens, Ohio 45701	Email unitedacademicsofou@gmail.com

2. Name of Employee Organization's Representative:
 Jason Butler, National Representative, American Federation of Teachers (AFT)

Address 222 East Town Street, 2W	Telephone (630) 414-8918
City, State, Zip Columbus, Ohio 43215	Email jbutler@aft.org

3. Name of Employer:
 Ohio University, c/o Dr. Lori Gonzalez, President

Address 1 Ohio University Drive	Telephone (740) 593-1804
City, County, State, Zip Athens, Athens, Ohio 45701	Email president@ohio.edu

4. Name of Incumbent Employee Organization (if any):
 N/A

Address	Telephone ()
City, State, Zip	Email

5. Description of Proposed Bargaining Unit:
 Included (*specify by title or type*):
 All full-time faculty at all campuses, including tenured faculty, tenure-track faculty, non-tenure track instructional faculty, clinical CHSP faculty, and all instructional faculty.

Excluded:
 Visiting faculty, visiting instructors, librarians, and employees holding multiple appointments, all managerial employees including presidents, vice presidents, provosts, associate and assistant deans, and department chairs; supervisory employees; and all other employees.

6. Approximate Number of Employees in the Unit:
 850

7. Collective Bargaining Agreement: Is the Employer currently a party to a collective bargaining agreement covering ANY employees in the proposed bargaining unit?

Yes No

If yes, state

(1) effective date of agreement _____

(2) expiration date of agreement _____

DECLARATION and CERTIFICATION

I declare that I have read the contents of this Petition for Representation Election and that the statements it contains are true and correct to the best of my knowledge and belief

I also certify that I have filed with the State Employment Relations Board showing of interest in accordance with Ohio Administrative Code Rule 4117-5-01 (B) or (C) demonstrating that at least thirty percent (30%) of the employees in the proposed bargaining unit wish to be represented for the purposes of collective bargaining by the petitioning Employee Organization

To distinguish originals, please do not use black ink for signatures.

Jason Butler

3/8/2024

Signature of Person Confirming the Content of Form

Date

Jason Butler, National Representative AFT

Print or Type Name

THIS PETITION FOR REPRESENTATION ELECTION WILL NOT BE ACCEPTED FOR FILING IF THE PROOF OF SERVICE IS NOT FULLY COMPLETED AND SIGNED BY A REPRESENTATIVE OF THE PETITIONING EMPLOYEE ORGANIZATION.

PROOF OF SERVICE

I certify that an exact copy of the foregoing Petition for Representation Election has been sent or delivered to Dr Lori Gonzalez, President, Ohio University

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

1 Ohio University Drive, Athens, Ohio 45701, president@ohio.edu

By Regular U.S. Mail Certified U S Mail Hand Delivery Other _____ email _____

this 8th (day) of March (month), 2024 (year)

Jason Butler

Jason Butler

Signature of Person Confirming Service of Form

Print or Type Name

Questions relating to this matter may be addressed to the Representation Division of the State Employment Relations Board at 65 East State Street, 12th Floor, Columbus, OH 43215-4213 or (614) 644-8573