

# POSITION DESCRIPTION

AGENCY/DEPT ID  
Department of Administrative Services  
DAS103000

DIVISION OR INSTITUTION  
Office of Collective Bargaining

UNIT OR OFFICE  
Labor Relations & Training

COUNTY OF EMPLOYMENT  
Franklin

POSITION NUMBER  
20006551

Reclassification       New Position       Update      Position Hyperlinked to  Agency Organizational Tree

USUAL WORKING TITLE OF POSITION  
Labor Relations Specialist

POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR  
SEE TABLE OF ORGANIZATION

Permanent  
 Temporary  
 Intermittent

Classified  
 Unclassified  
 Essential

Overtime:  Eligible     Exempt  
If FLSA Exempt, exemption type:

Bargaining Unit 22  
PR 14  
Page 1 of 2

NORMAL WORKING HOURS (Explain unusual or rotating shift):  
FROM: 8:00 A.M. TO: 5:00 P.M.

### JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
25	Serves as primary contact with assigned agency Labor Relations Officers (e.g. receives questions, concerns & problems & provides advice as to contract interpretation & process under all state labor agreements; travels to state institutions, agencies & facilities using state vehicle.) Researches contract questions (e.g. uses state contracts, civil service & Ohio employment laws, arbitration decisions, reference materials, etc.) to document state response/position; provides information & research to LRS lead or higher level LRS for review & resolution. Writes documentation & reviews termination cases; prepares cases for presentation to compliance review committee; attends layoff committee meetings & presents agency cases; communicates OCB decisions to agency.	Knowledge of (1) management; (2) labor relations involving formal bargaining & negotiations with organized labor or management, labor conflict resolution e.g., mediation, arbitration, settlement, ORC Chapter 4117 & OAC Chapters 123, 124; (3) employee training & development; (4) DAS/OCB policies & procedures*; (5) government structure & process*; (6) labor relation principles, Ohio Collective Bargaining laws, rules & regulations, arbitration process. Skill in (7) operation of personal computer & associated hardware/software (e.g., Microsoft Office)*. Ability to (8) define problems, collect data, establish facts & draw valid conclusions; (9) originate business letters reflecting standard procedures; (10) understand technical manuals & verbal instructions; (11) prepare & deliver speeches before specialized audiences, e.g. HR conferences & general public; (12) handle sensitive inquiries from contacts with officials & general public; (13) obtain & maintain a valid Ohio driver's license.
20	Reviews grievances at various steps for assigned agencies & prepares various information & response (e.g. Step 3 grievance review) to determine whether agency position is consistent/correct; conducts Step 4 grievance hearings & investigates & collects documentation for review & preparation of arbitrations; completes arbitration case summaries, determines BNA Coding & describes case for grievance review committee.	Knowledge of 1, 2, 4*, 5*, 6 Skill in 7* Ability to 8, 9, 10, 11, 12, 13  *developed after employment

JOB CODE TITLE  
Labor Relations Officer 3

JOB CODE  
63473  
APD 8-6-12/13

List Position Numbers & Job Titles of Positions Directly Supervised:

SIGNATURE OF AGENCY REPRESENTATIVE

DATE



7/13/12

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Bargaining Unit 22  
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Page 2 of 2

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## JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
20	Prepares & conducts expedited arbitration cases, conducts discipline grievance arbitrations & assists in arbitration of full panel issue cases. Researches issues, prepares witnesses, writes questions & opening & closing statements, assists in writing briefs as determined by the LRS Lead &/or Manager of Conflict Resolution & Legal Services; determines BNA Coding & describes cases for review committee.	Knowledge of 1, 2, 4*, 5*, 6 Skill in 7* Ability to 8, 9, 10, 11, 12, 13
20	Performs specialty assignments (e.g. manages working out of class (WOOC) case load & conducts WOOC hearings.) Conducts training on agency labor relations issues; attends & facilitates training from OCB & attends conferences, meetings. Attends agency labor relations & labor management meetings as requested. Trains & assists lower ranking labor relations specialists as assigned.	Knowledge of 1, 2, 4*, 5*, 6 Skill in 7* Ability to 8, 9, 10, 11, 12, 13
15	Establishes relationships with agency LROs, union staff reps, arbitrators & other related staff. Attends mandatory training (e.g. FMLA, ADA, FLSA, Labor Management Arbitrations, etc.).	Knowledge of 1, 2, 4*, 5*, 6 Skill in 7* Ability to 8, 9, 10, 11, 12, 13
Position is in unclassified service per 4117.10(D) of Ohio Revised Code & is overtime exempt.		*developed after employment

JOB CODE TITLE  
Labor Relations Officer 3

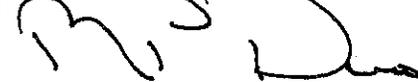
APP 8767202

JOB CODE  
63473

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SIGNATURE OF AGENCY REPRESENTATIVE

DATE



7/13/12