

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

In the Matter of

District 925 Service Employees International Union,

Employee Organization,

and

Cleveland State University,

Employer.

Case Number: 97-REP-10-0262

**CERTIFICATION OF ELECTION RESULTS AND OF EXCLUSIVE REPRESENTATIVE**

Before Chairman Pohler, Vice Chairman Gillmor, and Board Member Mason: March 26, 1998.

Pursuant to Ohio Revised Code § 4117.07(C), the Board conducted a secret ballot election on March 11, 1998, for certain professional and nonprofessional employees of Cleveland State University. Pursuant to Ohio Revised Code § 4117.06(D)(1), employees voted to determine whether a majority of professional employees and a majority of nonprofessional employees wish to be included in a single unit for collective bargaining.

The Board certifies that the results of the unit-determination election are: professional employees cast ninety-two (92) ballots, sixty-three (63) votes were for inclusion with nonprofessional employees in a single unit, and twenty-three (23) votes were for noninclusion with nonprofessional employees in a single unit. The six (6) challenged ballots were not sufficient to affect the outcome of the election.

Nonprofessional employees cast one hundred ninety (190) ballots, one hundred thirty-seven (137) votes were for inclusion with professional employees in a single unit, and forty-four (44) votes were for noninclusion with professional employees in a single unit. The nine (9) challenged ballots were not sufficient to affect the outcome of the election.

A majority of professional employees and a majority of nonprofessional employees have voted to be included in a single unit for collective bargaining. Therefore, a combined unit is appropriate.

In the combined unit, the Board certifies that the results of the representation election are: two hundred eighty (280) ballots were cast, one hundred eighty-nine (189) votes were for District 925 Service Employees International Union, and seventy-six (76) votes were for "no representative." The fifteen (15) challenged ballots were not sufficient to affect the outcome of the election.

District 925 Service Employees International Union has received a majority of the ballots cast and is certified as the exclusive representative of all employees in the combined unit, the description of which is attached hereto and incorporated by reference.

Certification of Election Results  
and of Exclusive Representative  
Case No. 97-REP-10-0262  
March 26, 1998  
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It is so directed.

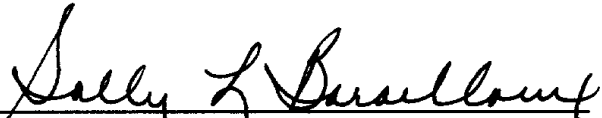
POHLER, Chairman; GILLMOR, Vice Chairman; and MASON, Board Member, concur.



SUE POHLER, CHAIRMAN

You are hereby notified that an appeal may be perfected, pursuant to Ohio Revised Code § 119.12, by filing a notice of appeal with the Board at 65 East State Street, 12th Floor, Columbus, Ohio 43215-4213, and with the Franklin County Common Pleas Court within fifteen days after the mailing of the Board's directive.

I certify that this document was filed and a copy served upon each party and the representative of each party by certified mail, return receipt requested, this 26th day of March, 1998.



SALLY L. BARAILLOUX  
EXECUTIVE SECRETARY

**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

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

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

Manager  
Manager  
Manager  
Manager  
Manager

Manager  
Manager  
Manager  
Manager, Budget  
Manager, Consulting Services

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

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

Research Services  
Athletics  
University Library  
Human Resources  
English

Internal Auditing  
Nursing  
Civil Engineering  
University Legal Counsel  
Law Instruction

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

Law Instruction  
Music  
Parking  
Property Control  
Public Relations & Publications

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

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

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