

Modernization of the Rules and Regulations Governing Classified Civil Service

In December 2006, the General Assembly passed Substitute House Bill 187, the culmination of a long endeavor to reform Ohio's law and regulations governing civil service employment. This Act is the end result of more than ten years of legislative discussions and public hearings over various ways of reforming these regulations, including the recommendations of the Ohio Civil Service Review Commission.

Under this legislation, our board of trustees may take steps to change the rules and regulations governing the classified civil service employees. The provisions of the Ohio Revised Code which currently govern these employees will remain in effect unless and until the university enacts its own rule that modify or supersede those provisions. These changes must be in context with the guidelines produced by the Inter-University Council of Ohio and carried out in a controlled and incremental manner. For employees covered by a collective bargaining agreement, no changes will be made to those agreements without entering into negotiations.

We intend this process to be open and transparent. We are committed to moving forward in a controlled and incremental manner. To that end, we will engage in ongoing communication with UC staff and leadership along each step of the process.

Areas of Impact

The areas to be addressed by this law are:

- Classification Plans
- Recruitment, Selection and Appointment
- Performance, Discipline and Termination
- Layoff and Reduction-in-Force
- Paid Leave and Holiday Leave
- Appeal Processes for Classification, Reduction, Abolishment and Discipline
- Metrics and Measures for Implementation

Communication Plan

Our plans include:

- Establishment of a committee to review current rules and regulations
- Informal briefings to the cabinet and board of trustees
- Direct communication with each classified civil service employee

- Informational meetings with union leadership
- Open meetings for the purpose of informing university staff about our progress
- Rule “hearings” for the purpose of allowing comment on our modifications
- A site on the Human Resources website
- Articles in E-Currents

If you have any questions, please contact Bill Johnson, Senior Director of Labor Relations and Policy Development, at william.johnson2@uc.edu.