

Pending Legislation S.B. 366 and H.B. 617
Consolidation of Medical Professional Licensing Boards

CSA Boards - Employee Q & A

QUESTION 1: EARLY RETIREMENT PLAN

How does an early retirement plan work? Will I be eligible? How do I apply? Can I take advantage of it later down the road if I wish?

ANSWER 1: (as of 11/21/16)

The members of a board may decide to offer an early retirement plan to employees of the board. If offered, the board would determine the terms of the early retirement offer in compliance with Ohio law and OPERS policy. Once the board determines the terms of the plan offer, then eligibility for individual employees could be determined based on OPERS policies regarding existing total years of service, age, etc. You would then be notified by your board regarding the process. At this time, CSA cannot advise individual employees on whether or not they would qualify for a potential early retirement incentive.

For any board that may cease to exist if this legislation passes, the offer of an early retirement would expire no later than the time the board ceases to exist (June 30, 2017 as currently proposed).

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QUESTION 2: PART-TIME EMPLOYEES

I am a part-time employee and I'm concerned that perhaps there may not be part-time positions available when and if this legislation passes?

ANSWER 2: (as of 11/21/16)

At this time, all employees (full-time and part-time) are expected to be absorbed in to the new entities. If passed, the legislation as currently written would allow a two-year period of staffing adjustments beginning July 1, 2017, that allows a board to adjust positions and duties of employees exempt from collective bargaining based on the actual needs of the board. Any staffing adjustments for bargaining unit employees would be subject to the terms of the collective bargaining agreement.

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QUESTION 3: BARGAINING UNIT EMPLOYEES

Please further explain the meaning of the following excerpt from the memo to employees dated November 15, 2016 as it relates to bargaining unit employees: ". . . *All staff from current boards will transition to the new boards, carrying with them their expertise and knowledge. The legislation provides the executive director of each newly-created board the ability to reassign*

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positions, as needed, for up to two years following the transition. (This provision does not apply to bargaining unit employees.) . . . “

ANSWER 3: (as of 11/21/16)

It is anticipated that all employees will transition and retain their existing position in their newly assigned board (both newly created boards and existing boards that are absorbing other boards). The two-year period that allows a board to adjust staffing and duties based on the actual needs of the board only applies to non-bargaining unit employees. Any staffing adjustments for bargaining unit employees would be subject to the terms of the collective bargaining agreement.

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