



**Ohio Department of  
Administrative Services  
Human Resources Division  
Office of Collective Bargaining  
106 North High Street, 7th Floor  
Columbus, Ohio 43215-3019  
614-466-0570, 614-466-1859 (Fax)**

**Bob Taft  
Governor**

**Nikki A. Guilford  
Interim Director**

**COLLECTIVE BARGAINING CLARIFICATION LETTER  
NO. 99-04-01**

**TO: ALL LABOR RELATIONS OFFICERS AND PERSONNEL OFFICERS**

**FROM: STEPHEN V. GULYASSY, DEPUTY DIRECTOR**

**SUBJECT: PROBATIONARY PERIODS FOR JUVENILE CORRECTION OFFICERS  
AND CORRECTION OFFICERS**

**DATE: APRIL 20, 1999**

The 1997-2000 Collective Bargaining Agreement between the State of Ohio and OCSEA, AFSCME Local 11, provides in part that the initial probationary period for Juvenile Correction Officers and Correction Officers shall be 365 days. The Agreement also provides that the probationary periods for all other employees of the Ohio Department of Rehabilitation and Correction and Ohio Department of Youth Services shall be 180 days. The Agreement further provides that the probationary period will commence when the employee completes the initial period of training at the Correction Training Academy or the Department of Youth Services Training Academy.

A dispute existed between the State and OCSEA regarding the addition of time spent in the training academy to the initial probationary period of JCOs and COs. The State interpreted the language to include the JCO and CO classification with all employees of Ohio Department of Youth Services and Ohio Department of Rehabilitation and Correction, while the Union read the language to include all classifications in those agencies except JCO and CO.

After prolonged evaluation and analysis both DYS and DR&C agree to include the time in the training academy as part of the initial probationary period of 365 days for JCO and CO classifications. The change was effective March 31, 1999 for DR&C and April 25, 1999 for DYS.

As always, please call your Labor Relations Specialist at OCB with any questions you may have regarding the interpretation of this or other subjects.