House Bill (HB 187) Amendments Effective July 1, 2007 that Impact Universities in Ohio

This is non-exhaustive list of legislative changes over which universities have no control—with the exception of #12 below

A comprehensive view of HB 187 is available at: www.legislature.state.oh.us/bills.cfm?ID=126_HB_187

A summary view of HB 187 is available at: www.wright.edu/hr/finalanalysis.pdf

1. “Certified” (tested position) and “provisional” (non-tested position) status has been eliminated and replaced with “permanent” and “probationary.”

2. Probationary periods for non-tested positions have been extended from 120 days to 180 days.

3. Order of layoff has been amended to require more justification to substantiate layoffs and job abolishments. And, the order of layoff is part-time probationary, part-time permanent, full-time probationary, and full-time permanent.

4. Order of displacement has been modified so that employees may displace within their own classification or within the classification series. “Same or similar” classification has been eliminated.

5. Efficiency in service (from performance evaluation) retention points have been eliminated. Retention points for layoff no longer include points for performance evaluations.

6. Method of disciplinary actions now includes reduction or elimination of an employee’s longevity. This is not applicable to WSU.

7. Reason for disciplinary action now includes violation of work orders. Clarification has been made for taking disciplinary action regarding the violation of work orders.

8. Suspensions of 24 hours or more now may be appealed to the State Personnel Board of Review (SPBR). This was previously 5 days or more.

9. Last chance agreements are now acceptable in lieu of termination of employment. If used and appealed, the SPBR will only determine whether the agreement was violated.
10. The appointing authority can place employees charged with a felony on unpaid leave for a maximum of two months, provided that if the employee is not found guilty they are made whole with interest.

11. The definition of hours worked no longer includes all hours in active pay status. “Active pay status” includes sick leave, vacation and compensatory time. Time for which an employee has not worked (sick, vacation, and comp) currently is included in the calculation of overtime. This would bring the ORC in line with the FLSA.

12. State universities can adopt their own civil service rules—this is what is driving the changes at universities.